

## Competitive Integrated Employment Services Rate Development

			Outcome(s) (presented data rounded for readability; calculations not rounded)								
Component Based Rate Setting Development			Level A				Level B				Source
A	Reported number of non-specialized direct care FTE's for each provider program		4.21				3.83				survey data
			Intake, evaluation, and assessment		Job-targeted educational & skills training activities		Job development and placement		Initial employment supports		
			Level A	Level B	Level A	Level B	Level A	Level B	Level A	Level B	
B	% of corresponding Purchasing Agency direct care FTE time to be allocated to each component		13.3%	15.4%	35.0%	35.7%	35.9%	38.8%	12.3%	13.1%	survey data
C	Reported number of clients starting a component.		109	53	135	46	120	36	104	32	
D	FTE per client beginning each component per provider program	A * B / C	0.005	0.011	0.011	0.030	0.013	0.041	0.005	0.016	
E	% Completion factor	% of clients that completed each component	87.2%	87.2%	86.7%	86.7%	58.8%	58.8%	63.6%	63.6%	survey data
F	Average FTE	D / E	0.006	0.013	0.013	0.034	0.021	0.069	0.008	0.025	
G	Benchmark direct care salary	Average direct care salary per FTE for each provider from the 2007 UFR data weighted by the portion of CIES funded by each Purchasing Agency further adjusted by a Cost Adjustment Factor	\$28,625								UFR data
H	Direct care per client rate	F x G	\$168	\$361	\$360	\$986	\$614	\$1,987	\$222	\$710	
I	Average direct care salary % of total program costs	Total reported direct care salary costs divided by total salary expenditure (including direct care and indirect salary costs)	47.44%								survey data
J	Total component based rate	H / I	\$355	\$761	\$759	\$2,078	\$1,294	\$4,189	\$469	\$1,496	
Hourly-Based Rate Setting Development			Level 1	Level 2							
K	Standard staffing level factor	Level 1 hourly based rate to be used where multiple clients are served concurrently during a session to reflect encounters of 1-to-2-plus staff-to-client ratios.	0.450	1.000							
L	Maximum # of annual hours for a FTE	37.5 hours / week multiplied by 50 weeks/yr (assumes 2 wks/yr vacation)	1875								
M	Direct care hourly rate	G / L * K	\$15.27								
N	Total hourly based rate	M / I	\$14.47	\$32.18	Note: Total hourly based Level 1 rate = Total hourly based Level 2 rate multiplied by the Standard staffing level A factor						
Hourly Ongoing and Interim Support											
K	Standard staffing level factor	Same as Total hourly based Level 2		1.000							
M	Direct care hourly rate			\$15.27							
N	Total hourly based rate			\$32.18							

<p><b>Note to B:</b> Average time allocations noted in the table above are equal to the staffing level average time allocation for all programs that deliver a component. The time allocation for each individual program aligns with the agency for which it delivers services, as indicated below. Time allocation was adjusted for programs that do not deliver all components. Specific Agency examples of Preferred Time Allocation by Component are demonstrated below:</p>									
<p><b>Purchasing Department Preferred Time Allocation by Component</b></p>									
	<b>Intake, Evaluation, and Assessment</b>	<b>Job Development and Placement</b>	<b>Job-targeted Educational &amp; Skills Training Activities</b>	<b>Initial Employment Supports</b>	<b>Ongoing Supports</b>				
<b>MRC</b>	13%	38%	0%	18%	31%				
<b>DTA</b>	15%	35%	35%	10%	5%				
<p><b>Note to E:</b> Average completion rates noted in the table above are equal to the overall completion rates for all programs that deliver a component. The completion rate adjustment for each individual program aligns with the agency average for which it delivers services, as indicated below. Specific agency average component completion rates are also demonstrated below:</p>									
<p><b>Purchasing Department Average Component Completion Rates</b></p>									
	<b>Intake, evaluation, and assessment</b>	<b>Job-targeted educational &amp; skills</b>	<b>Job development and</b>	<b>Initial employment</b>	<b>Ongoing Supports</b>				
<b>MRC</b>	87.5%	93.5%	60.9%	62.3%	18.1%				
<b>DTA</b>	87.0%	86.7%	57.7%	64.8%	26.4%				
<p><b>EXAMPLE: Level A Intake, Evaluation, and Assessment Component :</b></p>									
	<b>POS Agency</b>	<b>DTA</b>				<b>MRC</b>			<b>Average:</b>
	<b>Obs. No.</b>	<b>61</b>	<b>92</b>	<b>98</b>	<b>102</b>	<b>3</b>	<b>14</b>	<b>36</b>	<b>76</b>
A: Reported number of non-specialized direct care FTE's for each provider program		5.50	4.31	11.00	10.00	1.00	1.25	0.33	0.25
B: % of corresponding Purchasing Agency direct care FTE time to be allocated to each		15%	15%	15%	15%	15%	13%	13%	13%
C: Reported number of clients starting a component.		125	335	215	323	70	50	5	2
D: FTE per client beginning each component per provider program		0.0066	0.0019	0.0077	0.0046	0.0021	0.0033	0.0086	0.0063
E: % Completion factor		87.0%	87.0%	87.0%	87.0%	87.0%	87.5%	87.5%	87.2%
F: Average FTE across purchasers beginning each component adjusted for completion rate		0.0076	0.0022	0.0088	0.0053	0.0025	0.0037	0.0098	0.0071
<p><b>For inquiries please contact Lindsey Dashiell, Policy Analyst, Division of Health Care Finance and Policy at 617-988-3329 or <a href="mailto:Lindsey.Dashiell@state.ma.us">Lindsey.Dashiell@state.ma.us</a></b></p>									